

CHULA VISTA
POST OFFICE BOX 697



FIRE FIGHTERS
CHULA VISTA, CA 91910

LOCAL 2180, I.A.F.F.

PROPOSALS:

IAFF submits the instant proposal for article 3.04 BEREAVEMENT LEAVE / UNION LEAVE BANK.

CURRENT LANGUAGE:

3.04 BEREAVEMENT LEAVE

When an employee with permanent status is compelled to be absent from work because of the death of an immediate family member, an immediate family member of the employee's spouse, or any other person defined by the Internal Revenue Service as a dependent, and after such employee makes written request and receives written approval from the Fire Chief, the employee may be allowed the privilege to be absent from work with pay for any scheduled work during a period of up to five (5) calendar days, plus reasonable travel time. Travel time will be actual time used not to exceed three (3) calendar days. Paid absence for the death of a family member shall be charged to sick leave. For purposes of bereavement leave, immediate family includes husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, step-parent, or any other person serving as parent, grandmother, grandfather, or any other person living in the same household as the employee.

CONCERN:

There is no such thing as a Bereavement Leave bank which an employee can access. If there is a qualifying event, an employee must use SL. Bereavement Leave is better suited to be under the Article which lines out the acceptable uses of SL. Bereavement Leave is moved to that Article.

PROPOSAL:

3.04 BEREAVEMENT LEAVE UNION LEAVE BANK

~~When an employee with permanent status is compelled to be absent from work because of the death of an immediate family member, an immediate family member of the employee's spouse, or any other person defined by the Internal Revenue Service as a dependent, and after such employee makes~~

~~written request and receives written approval from the Fire Chief, the employee may be allowed the privilege to be absent from work with pay for any scheduled work during a period of up to five (5) calendar days, plus reasonable travel time. Travel time will be actual time used not to exceed three (3) calendar days. Paid absence for the death of a family member shall be charged to sick leave. For purposes of bereavement leave, immediate family includes husband, wife, child, stepchild, brother, stepbrother, sister, stepsister, parent, step-parent, or any other person serving as parent, grandmother, grandfather, or any other person living in the same household as the employee.~~

Purpose: To assist with making time for Union leadership to meet with the City.

The City will provide 1,000 hours per fiscal year, with no maximum accrual. Any unused hours will carry over to the next fiscal year.

Employees to donate .30 hours (AL, SL, or CT) per pay period to the leave bank.

Union Leave Bank to be managed by the City of Chula Vista.

RESULTS:

The business of the City can be expediently carried out if all required members of Local 2180 Executive leadership can attend all meetings. The creation of a Union Leave bank will save the City money by ensuring that Union Leadership can attend City meetings, such as Negotiations.